

Communication on Progress 2020

United Nations Global Compact

By Consid AB



CONSID

Lillsjöraden 22, 553 20 Jönköping, Sweden

October 22, 2021

I am pleased to confirm that the Sweden based IT- and Communications Company, Consid AB, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

The UN Global Compact and its principles are now embedded as a part of our strategy, culture and day-to-day operations. We have also engaged in collaborative projects which advance the broader development goals of the United Nations.

We support public accountability and transparency and see this Communication of Progress as a key part of our process to improve our implementation and commitment of the UN Global Compact Principles.

In this first annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr. Peter Hellgren
CEO and founder of Consid AB



HUMAN RIGHTS ASSESSMENT AND POLICY.....	4
PARTNERSHIPS	7
War Child.....	7
Läxhjälp	7
MEASUREMENT OF OUTCOMES.....	8
RISK ANALYSIS	9
IMPLEMENTATION	9
ENVIRONMENT ASSESSMENT AND POLICY	11
RISK ANALYSIS	12
IMPLEMENTATION	13
MEASUREMENTS OF OUTCOMES.....	13
ANTI-CORRUPTION ASSESSMENT AND POLICY.....	15
IMPLEMENTATION	16
CERTIFICATIONS AND AWARDS.....	17
GOALS AND FUTURE EFFORTS.....	18

Human Rights Assessment and Policy

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

The top-level management of Consid is regularly making public commitments to respecting human rights in all aspects of the business. Through our Code of Conduct in “Book of Policies by Consid” we are clearly stating our expectations about the behaviour of all our employees and subcontractors in our supply chain. In op-eds and texts in social media we make clear commitments to respecting the Ten Principles of the UNGC.

We are constantly checking all aspects of our company and all our suppliers for human rights issues. We make sure we look at the risks to the rights of people affected by our business and not simply the risks to the business. As an IT-company we specifically scrutinize the right to privacy and the confidential information we hold about our customers.

We take action to deal with the risks we identify. This relates most commonly to strengthen the knowledge and among our employees and improving our management systems. When the risks relates to our supply chain or partners, we consider how to use our influence, for example through contracting arrangements, to prevent or reduce the adverse human rights impact.

We also regularly monitor the risks and how we manage them. This helps us to assess human rights impact, take action to prevent harm and provide solutions when things go wrong. We think that an open and responsive attitude to complaints enables people affected by our operations to report instances when they feel their human rights may have been harmed. Complaints may give us early warnings of human rights risks.

We are very agile when it comes to taking steps to improve our performance where we identify risks. We regularly review our policies and procedures to reduce the risk of it happening again. We also think about further training for our staff, and we regularly remind our suppliers of their obligations.

If ever we would identify adverse impacts and risks, we will inform our customers, our suppliers, or our contractors about the steps we have taken to put things right. When people complain it is important that they hear what has been done to address their complaint.

Consid supports and respects human rights within the organisation and across our whole supply chain. We constantly strive to increase our standards and strive to create a safe environment for our employees to express concerns and report any incidents of discrimination. This is reflected in our Code of Conduct as well as in our extensive Book of Policies, both available on our website.

In addition, Consid will carefully examine all parts of the supply chain to support the same values. We are currently engaged in a substantial reconstruction which requires any suppliers to report back to us on a yearly basis to follow up their efforts in the areas of human rights, labour conditions, ecological footprint and anti-corruption.

Risk analysis

In 2020, Consid AB underwent a companywide assessment of current sustainability practices, stakeholders and industry trends. In assessing strengths, weakness, opportunities and threats Consid developed a new sustainability strategy to ensure commitment and increased efforts .The entire SWOT-analysis is available in our Sustainability Report, published in March 2021.

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> - Committed leadership to sustainability - Reliant on self-funding and not subject to stock market and shareholders; consistently positive economic record - Great staff satisfaction, based on internal surveys and external acclamations and excellent reputation in the IT sector in Sweden (winner of Gasell Company 9 years in a row / Career Company 6 year in a row / Super Company 8 years in a row / Best employer in Sweden) - Established relationships with large clients from the Swedish market - Collaboration with public sector and engaged in the dialogue on the digital transformation in Sweden - Expertise in areas of innovation and tech that are in demand and relevant for sustainability and the digital transformation (e.g. IoT, 5G, cyber security, smart digital solutions) - Internal drive and enthusiasm for sustainability programmes (see proven record of Q RendezVous, Consid Youth Education, collaboration with Läxhjälpen, alignment to the SDGs) - Limited value chain, as it is a service company 	<ul style="list-style-type: none"> - No established structure for the mandate on sustainability, which could affect streamlining the strategy - Lack of alignment of all business to the sustainability strategy - 24 offices - proliferation of business governance, which could challenge the engagement and implementation of the sustainability strategy - Large organisation (1000+ employees) - challenge for internal communication and engagement - Limited international outreach and engagement in the dialogue on corporate sustainability
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> - Active in a business sector that has a big impact in the transition to a sustainable future - Supportive Swedish and EU legislation for CSR and corporate sustainability - Capitalisation of existing relationships with public and private clients engaged in sustainable services and products manufacturing - Opportunities to engage and create shared value in collaboration with local and international nonprofit organisations - Opportunities to engage in public debate and advocacy on sustainability and regulation in the digital transformation - Opportunities to strengthen market position, through improved reputation and communication value 	<ul style="list-style-type: none"> - Losing attractability on the employment market as a result of having competitors with stronger sustainability strategies - Losing market share to clients with a stronger proven commitment to sustainability - Deteriorated image and reputation as a result of unfulfilling the commitment to sustainability coming from different stakeholder - Limited number of IT graduates and professionals, which can affect the company's momentum and expansion

Implementation

Consid AB's commitment and dedication to human rights and ethical behavior is reflected in our "Book of Policies by Consid", our "Code of Conduct", our Labour and Gender policies as well as in all our HR operations. In 2020, the company's policies on ethics, diversity, gender equality, suppliers' assurance and Code of Conduct were updated and compiled in the publication: "Book of Policies by Consid".

- Consid AB encourages non-violent and 'Do-no- harm' practices. Consid AB is committed to respect, promote, protect and fulfil its duty towards human rights and non-discrimination in all its operations and services.
- All employees must be offered the same opportunities regardless of age, gender, ethnicity, sexual orientation, and religious beliefs. Consid AB has a zero-tolerance against any kind of physical, psychological or sexual violence, harassments or unequal treatment.
- Any breaches of these rules are to be reported immediately.

To implement this, the company has established an ethics council in which members are elected on an annual basis from different locations and roles within the company. CEO and Head of HR are the only permanent members of this council. This ethics council discusses any irregularities or wrongdoings of ethical nature. The whistle-blower function enables anonymous reporting to any violation of the 10 principles of the UN Global Compact or company Code of Conduct.

In October 2019, a new EU directive on the protection of whistleblowers, was adopted. In Sweden, an inquiry proposed a new law on reporting irregularities that will apply to both the private and public sectors. Among other things, it will be mandatory to introduce reporting channels for

employers with more than 50 employees. In addition to reports received in such a channel being treated confidentially, the bill sets out requirements such as how the channel should be designed, the duty to provide information about the channel and how reports should be handled. Anyone who reports misconduct under the proposed law must also be protected against negative measures and retaliation. Consid has, together with the company Human & heart developed such a platform and is now implementing in throughout Consid's operations.

(<https://via.tt.se/pressmeddelande/ny-visselblasartjanst-fran-falun?publisherId=3235961&releaseId=3296134>)

Consid AB recognizes its role of advocating for human rights in the industry and has joined the Swedish Initiative www.handlingskraft.nu (take action now), which calls for the Swedish Government to create a legislative framework for Human Rights Due Diligence.

Consid AB has a particular interest in advocating for gender issues in the it-industry, actively enacting measures through Human Resource Operations and through Public Relations outreach, as a testimony for the company's position with regards to gender equality and zero tolerance for discrimination and sexism on any grounds.

As a service company, Consid AB looks at its value chain for compliance with human rights, accounting for due diligence in regard to human rights, labour and gender policies. The company is currently conducting a survey which is to be sent out to all engaged partners assessing their support and efforts in sustainability concerns. Any partners that do not comply with the UN Global Compact 10 principles will be placed on probation given a time frame to resolve the issue. Continued non-compliance will result in the partner relationship being terminated.



Transparency and accountability are of highest concern, thus Consid AB is taking an active role in assessing its performance with regards to labour and human rights and has engaged in publicly disclosing on the Global Reporting Initiative standards for employment (401), occupational health and safety (403), training and education (404), diversity and equal opportunities (405) and non-discrimination (406).

Partnerships

War Child

Consid AB's commitment to human rights is also expressed through the company's efforts to overcome any other infringement that might attempt at an individual's capacity to integrate and fully reach his/her potential. For this, Consid AB works with internationally acclaimed NGO War Child to build bridges and provide IT capacity on psychosocial and educational programmes in refugee camps, as well as providing safe spaces. Through the award-winning educational program Can't Wait to Learn, War Child has provided hundreds of thousands of children with education.

War Child focuses on support and creation of safe environments where children, who have suffered war or conflict, are given the chance to process traumatic experiences and build a better future for themselves. War Child has shared their expertise and research with actors such as UNICEF and OCHA. Within the sustainability agenda, War Child focuses on SDG3 / health, SDG4 / education, SDG5 / gender equality, SDG16 / peaceful coexistence and SDG17 / partnership. Most notable is War Child's work to promote mental health and to provide the right kind of psychosocial support (MHPSS) to children in war and conflict.

War Child Sweden also runs integration projects for newly arrived young people. Together with Scania, they introduce newly arrived youth to the labor market. In collaboration with Friskis & Svettis, they provide newly arrived knowledge about the right of public access and Swedish nature. Another new collaboration is with IBM, on digitization and newcomers. Consid thus supports War Child with technical expertise.

Consid's CEO, Peter Hellgren, is a member of War Child Sweden's board.

Läxhjälp

Läxhjälp is a non-profit foundation that conducts a targeted and results-focused homework help program for students who are at risk of failing school, so that they reach upper secondary school eligibility. They ensure that students in vulnerable areas receive the help they need, and the primary focus is on passing compulsory school to manage to move on to post-secondary education. The homework help's vision is to get more students through the school system so that they can shape their own future. The students who receive help from Läxhjälp are selected by their teachers, who have made the assessment that the students will not enter high school without extra support. With the help of Läxhjälp, 80 percent gain upper secondary school eligibility, 82 percent increase their self-confidence and 87 percent have an increased desire to study further. Today, the homework help program is available at 50 schools throughout Sweden.

Consid's collaboration with Läxhjälp includes, among other things, contribution of computers, screens and other material to their work management and homework help groups. The computers help both employees to carry out their work and enables students to use digital aid in their studies. We also open our office premises for teaching and as a workplace for homework helpers and other administrative organizations. We want to make a concrete effort to raise the level of knowledge of Sweden's future workforce. In 2020 Consid developed an internal digital system solution, Læxloggen 2.0, which is designed to solve occupancy and reports for its homework helpers. Thanks to Læxloggen 2.0, homework helpers can now easily find out when and where they will work. The system, which is made in Sitevision, also makes the work much easier for the management as it facilitates the administrative work, and that it creates an overview of the business.

E-sportförbundet SESF

Consid and the E-sports association SESF are partners. The collaboration aims to strengthen SESF and develop e-sports in Sweden. E-sports is the world's fastest growing sport and the biggest interest for a whole generation of Swedes. Over 600,000 Swedes watch e-sports every day and 478,000 describe themselves as e-sports. More than three million Swedes have a game console at home and 35 percent of all men between the ages of 15 and 24 identify themselves as gamers.



Consid will help with strategic communication and with strengthening SESF's platform. The collaboration is being developed gradually and is expected to last at least two years. Consid will help SESF to strengthen its communication towards women and girls and also help the organization with providing psychosocial support.

Measurement of Outcomes

Consid AB has conducted a clear division of responsibilities for the enactment of its code of conduct which can be found in the "Book of Policies". This states that the CEO bears the overall responsibility for follow-up and annual reporting, contributing to Consid AB's public disclosure standard.

No incidents, investigations, legal cases or rulings of Human Rights abuse were reported or conducted in 2020.

During 2020, 88 percent of all managerial staff received training and awareness raising on human rights issues and workplace values. The awareness training raised issues such as company values, role descriptions, prevention and response to harassment and discrimination, employee and staff development meetings, workplace environment, prevention and response to physical and mental illness, labor laws and regulations and more.

The training is online and includes sustainability issues. It teaches the employees how Consid is contributing to reaching the Agenda 2030 goals and the Principles of the UN Global Compact.

All goals and how Consid performed can be found in the Sustainability report 2020.

Labour Assessment and Policy

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Consid AB does not support or participate in any forced or compulsory labour, child labour or workplace discrimination in any form. This is prohibited by Swedish Law.

Consid AB follows Swedish Labour Laws on wages, work hours, overtime, sick leave and other conditions of employment. Furthermore, the company complies with national regulations on health care, collective bargaining and wellness allowances. Consid AB is ISO certified according to ISO 9001:2015 for quality management systems.

Consid AB fully supports freedom of association and have a close cooperation with labour unions and representatives for employees. Furthermore, Consid AB values inclusiveness and diversity which is reflected in the Ethics Policy. It states that Consid AB has zero-tolerance on all forms of discrimination. Regardless of age, sexual orientation, gender, religion, political opinion, or disability all employees have the same rights

and opportunities. This applies to recruitment processes, business partners, customers and existing employees and managers.

Our employees are at the heart of Consid. Without them there is no Consid. Thus, there is an extensive framework of policies in place to protect and guide coworkers and managers into creating an inclusive and committed workplace based on principles of human rights, health, inclusion, working conditions and responsibility.

Risk Analysis

The two prominent risks detected are related to long-term screen work and work-related stress. These risks are mitigated through subsidized fitness alternatives and physical and psychological support for work-related injuries or psychological counselling via Previa and Blue Call.

Implementation

The company's Code of Conduct was last updated in August 2021 and is based on the principles of inclusive work environment, human rights, health, working conditions and responsibility. Consid AB have also created an additional work environment policy to guide employees and inform them of their rights.

Furthermore, our HR department functions as an extended support for our employees and regularly follows up both consultants and managers on a regular basis. This serves as a complement to our annual employee survey which helps us detect sources of risk in the work environment.

In recognition of the importance of physical and mental health, Consid AB offers both subsidized fitness options as well as offer occupational health care via Previa and Blue Call to all our employees. Constant assessments of

workplace and employee satisfaction are conducted to follow up our workplace environment and health.

The Gender Equality and Discrimination Policy is in place to govern Consid AB's approach to gender equality, inclusion and non-discrimination with regards to the working environment, employment, remuneration, promotion, skills development and parental leave. The tentative plan guides the implementation for the fiscal year 2020 and it is based on the Discrimination Act, Chapter 3, Section 5. The policy guides all operations at Consid AB ranging from recruitment processes to working conditions, skill development, parental leave and salaries. It makes clear statements against any type of harassment, discrimination, unequal opportunities, terms of employment or wage discrimination.

Moreover, the company is setting measurable goals to increase gender equality at all departments and offices. Additional information that is followed up in the Sustainability report is long-term sick leave, work related injuries or stress, parental leave, no. of whistle-blower cases, no. of cases in the ethics council, no. of completed management training, no. of admitted students of our trainee program and Consid Youth Education etc.

Reporting on violation of the Code of Conduct, or any policy of Consid AB is conducted along the well-established 'Division of responsibilities for the enactment of the code of conduct, which is found in Consid's Book of Policies. The document clearly states the line of reporting any deviations to the code of conduct or any other policies of Consid AB.

We take responsibility and make sure that the impact of Consid AB cannot be extended to external partners or suppliers and thus we are conducting annual assessments that demand our partners to support the 10 principles of the UN Global Compact.

Measurement of Outcomes

In 2020, Consid had zero numbers of whistleblower cases and only one reported case of discrimination. This was directly handled by HR and discussed with the people involved. During the year, 7 accidents were reported however zero of those led to sick leave.

- Goal: 100% of our employees must know the Consid's Code of Conduct after the introduction.
Outcome 2020: 100%.
- Goal: No long-term sick leave (over 60 days) linked to sedentary work and ergonomics.
Outcome 2020: 0.
- Goal: Female consulting managers exceeds 25% (target by the year 2030 is 40%)
Outcome 2020: 24%.
- Goal: Proportion of women at Consid exceeds 25%.
Outcome 2020: 23%.
- Goal: Reduce the proportion of employees on sick leave in stress and work-related illnesses. Sick leave shall not exceed 2.0% by 2020.
Outcome 2020: 2.29%.
- Goal: No significant differences in experiences depending on gender in the gender equality survey.
Outcome 2020: Success. No significant differences in experiences depending on gender.

Demographics of management and company departments by age and gender is reported annually in Consid AB's Sustainability report.

2020 has been a year of endurance and in order to help prevent the spread of the pandemic, Consid has encouraged all colleagues to work from home.

We see it as our responsibility to facilitate and enable this and thus employees were provided screens and other equipment in order to create an ergonomic home office.

In 2020 Consid was awarded "Sweden's most satisfied employees" by Universum, seen across all categories. We put much pride in building the company that we want to work for by creating an inclusive environment in which coworkers can express anything from concerns to entrepreneurial ideas. The employee survey from 2020 expressed a general score of 4,8-5,0 on a scale of 1-6 in employee satisfaction on factors such as work environment, managers, well-being, goals and guidance, ideas and influence, as well as introduction and activities.



Environment Assessment and Policy

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Consid AB works in full compliance with the Swedish laws and environmental regulations and has an ISO 9001 and ISO 14001 Certificate for quality and environmental management.

In 2019 Consid AB underwent a big reconstruction and incorporated a sustainability strategy to complement its previous CSR agenda. This reconstruction puts large focus on mitigating environmental degradation and reporting results. The strategy for environmental sustainability is aligned to the priorities set by the UN 2030 Sustainable Development Agenda, particularly contributing to SDG 13. Climate action and target 13.3., which refers to improving corporate capacity for tackling climate change

Consid AB is also currently measuring and reporting CO₂ emissions, energy consumption and hazardous greenhouse gases according to the Science Based Targets initiative (SBTi) which is based on scientific models developed in IPCC AR5 and by the IEA. The initiative is a collaboration between CDP, UN Global Compact, WRI and WWF. The current work in mapping out our emissions and environmental impact is of highest priority and Consid AB takes pride in setting a high standard and being a pioneer for other companies in the tech industry. At Consid, we continuously work to

improve transparency and accountability in our environmental reporting, by complying with international sustainability standards of the Global Reporting Initiative, Environmental standard 300.

The goal with the SBTi and the UN Global Compact CoP is to use both reports as guiding documents for identifying progress as well as areas where change is needed. Consid AB is striving to identify and reduce its environmental impact as far as it is possible and are committed to make a change before considering evaluating any technologies such as carbon removal or traditional offsetting methods.

We have committed to reducing our emissions by 42 percent to SBTi. We are submitting our first report, one year before deadline, in December 2021.

Risk Analysis

The risks in our sustainability strategy include the ones identified in the previously mentioned SWOT-analysis which includes the notion that Consid is a large company with a proliferation of business governance which could challenge the implementation and engagement of the sustainability strategy. This risk is mitigated by the several links of internal communication and platforms used by Consid, such as Teams, Sharepoint and Outlook to bring offices and employees together. These are the main platforms of shared information where all coworkers easily can access any policy update or new regulations. Our sustainability efforts are streamlined and communicated with all employees across the different branches. In addition, our Sustainability Team works closely with our Communications Office which will further enable a spread of information across the company.

Furthermore, since the company is still learning how to report its emissions and some internal reporting procedures are still being developed, some margin of error is expected. However, the Sustainability Report gives full

transparency in the process of obtaining measurements, values and other reporting indexes. These processes are constantly revised and developed to reduce any margins of error.

Implementation

Consid AB has a thorough Environmental policy that guides employees, managers and partners in decision-making processes and overall action. Consid AB has an updated travel policy which states that all coworkers primarily travel collectively by choosing train over flight or car when virtual meetings are not possible.

Several efforts have been made to reduce our carbon footprint as Consid are learning to report emissions. During the initial mapping out of the company's energy consumption, an update to its electricity contracts was made to ensure all heating of offices originates, as far as possible, from renewable sources.

The supplier assessment will include demands on all suppliers to fulfil the requirements of the UN Global Compact including measuring and reporting its environmental impact. Supplier selection will always be based on principles of ethical business and action towards reduction of environmental footprint through conservation of resources, waste minimization, maximization of local sourcing, reduction of impact of deliveries and more.

Sustainable purchasing action is regulated within every Consid department, and each Head of Department is responsible for carrying all purchasing necessary in full compliance with Consid AB's purchasing policy and environmental principles.

Consid AB has a Sustainability Council who are responsible for social, ecological, and economical sustainability, reporting and proposing strategies for reducing the company's footprint. The Sustainability Council has, among other things, worked with materiality analysis, risk analysis, action plans, metrics and results for the sustainability work as well as the content of the sustainability report. Special focus has been placed on environmental practices, ethics issues, health, and security as well as the collection and analysis of sustainability data.





Measurements of Outcomes

- Goal: All offices have origin labelled fossil-free electricity and an active environmental choice as standard when it comes to heating.
Outcome 2020: 100%.
- Goal: At least 70% of our travels must be made by train as a means of transport.
Outcome 2020: 75%.
- Goal: All our offices must comply with Office Standard 2020.
Outcome: 22 out of 24 offices complied.

In 2020, Consid recycled 39 computers which saved 8.5 tonnes of CO₂. Suppliers of recycling services to Consid are 3StepIT and ATEA. Further strategies on recycling electronics are being developed to reduce CO₂ emissions.

Moreover, Consid's first climate calculation was done in accordance with the Greenhouse Gas Protocol (GHG Protocol), and reported in Scope 1, 2 and sections of 3. GHG protocols is an international accounting standard for calculating and reporting companies' climate impact. In 2021, Consid has invested in an external consultant and reporting system called Cemsys which facilitates any reporting and help develop detailed reporting.

In 2020 Consid AB embarked on a comprehensive journey to improve work facilities and raise awareness on climate actions in each of our local offices and branches. This was launched as an internal quality control called the Office Standards 2020. The Office Standards solidifies and demands basic office criteria such as recycling, vegan and vegetarian alternatives at internal gatherings, controlled room temperature, inspection to ensure eco-labelled consumables, LED and sensor lighting, water-saving faucets, recommendations against printing and available equipment in place to facilitate and enable virtual meetings.

Anti-corruption Assessment and Policy

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Consid follows all Swedish Laws and International Standards on anti-corruption. The Consid AB GROUP works against corruption in all its forms, including bribery and facilitation payments.

The company has not been involved in any legal cases, ruling or events related to corruption or bribery. All financial information is transparently accounted for in our annual report in accordance with Swedish Laws and regulations and is an object of external audit annually.

The company's Code of Conduct clearly states that Consid has a zero-tolerance against any form of corruption, bribes, extortion, fraud or friendship services. This applies to all employees at Consid when in contact with any actors that are connected to the company such as customers, business partners or other stakeholders.

Any employee that in any way is offered a benefit, favor or other action that potentially could be regarded as corrupting, this should be reported to the nearest manager and the ethics council. If there is any doubt in whether the act could be improper or connected to corruption, we always choose to refrain.

Risk Analysis

Risk assessment is the foundation for the design of an effective anti-bribery work. It is a continuing procedure which gives Consid a systematic and prioritised view of where the significant inherent bribery risks lie. The results of risk assessments are used to design the controls to mitigate the prioritised bribery risks.

The guiding principles for Consid's risk assessment are:

- Methodical: It is a systematic and recurring procedure.
- Vigilance: It demands brainstorming, open mindedness and vigilance to be alert to risks.
- Completeness: It covers the whole of the activities of the company.
- Focused: Resources are not infinite and the focus should be on the real, most significant, risks.

Six stages are identified for the anti-bribery risk assessment process:

1. Ensure top level commitment and oversight: Top level commitment is key to effective risk management. The board and senior management provide leadership and commitment to drive adequate and continuing risk assessment and ensure the process does not falter or lose quality.
2. Plan, scope and mobilise: The planning stage prepares the ground for the risk assessment process. A planning team should consider the following aspects: appointing the project lead, defining stakeholders, allocating team responsibilities, identifying information sources drafting plan for risk assessment, communicating plan and requirements to those involved in the exercise.

3. Gather information: Create a comprehensive catalogue of inherent bribery risks to which the company could plausibly be exposed by virtue of the nature and location of its activities.

4. Identify the bribery risks: The objective of this stage is to identify and examine the activities and risk factors that could increase the company's exposure to bribery risk.

5. Evaluate and prioritise the risks: The risk evaluation stage analyses and prioritises the forms of bribery identified in stage 3 taking into account the risk factors in stage 4. Common practice is to apply two variables to prioritise risks: likelihood of occurrence and the potential adverse impact.

6. Use the output of risk assessment: The results of risk assessments are applied to a review of the anti-bribery programme and the extent to which existing controls need modification or additions.

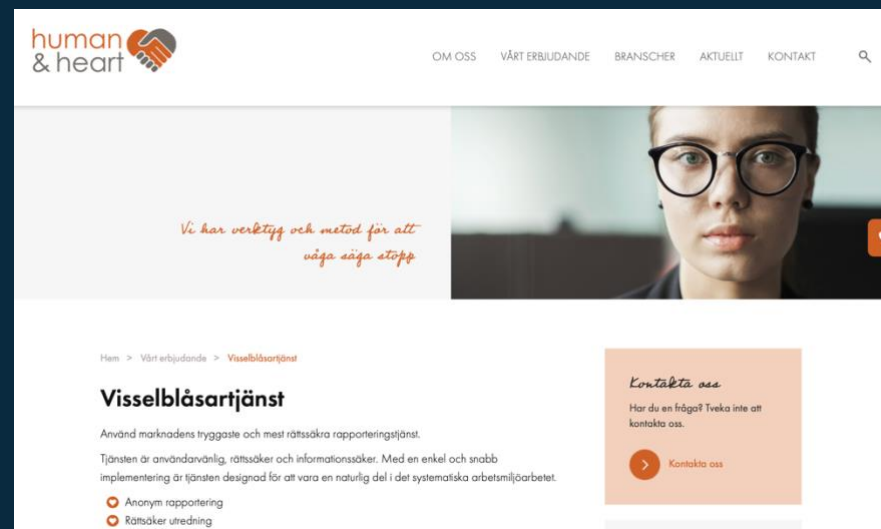
Implementation

In 2019, a whistle-blower function was established to ensure anonymous and objective reporting and assessment of any breach of Code of Conduct or the 10 principles of the UN Global Compact. This is available for any employee to report e.g. danger for individuals life or health, risks and breaches in safety in work environment or discrimination, harassment or serious offence.

The ethics council is established in order for all employees at Consid to experience good working conditions regardless of age, gender, sexual orientation, ethnicity, disability or religion. The ethics council has an advisory function where the management team is able to receive guidance in ethical questions or positions. The ethics council are guided by all policy documents at Consid, Code of Conduct and 10 principles of UN Global

Compact. Participation in the ethics council is rotated annually and the only permanent members are CEO and Head of HR.

As mentioned, it will be mandatory in Sweden to introduce reporting channels for employers with more than 50 employees. In addition to reports received in such a channel being treated confidentially, the bill sets out requirements such as how the channel should be designed, the duty to provide information about the channel and how reports should be handled. Anyone who reports misconduct under the proposed law must also be protected against negative measures and retaliation. Consid has, together with the company Human & heart developed such a platform and is now implementing in throughout Consid's operations. <https://via.tt.se/pressmeddelande/ny-visselblasartjanst-fran-falun?publisherId=3235961&releaseId=3296134>



Certifications and awards

Consid has been awarded many times for the company's high standards concerning employer satisfaction and employer insurances. In the IT business shortage of competence is rampant and it is important to make your employees satisfied to keep them.

In 2020, Consid was awarded '[Sweden's most satisfied employees' by Universum](#), seen across all categories.

But not only did the company receive recognition as Sweden's best employer by its employees, Consid was once again awarded the [Gazelle Company award](#). For the 9th year in a row, something that only four companies have previously achieved. Gazelle companies are companies that are growing at an exceptional rate.

Consid became a "Super Company" for the 8th year in uninterrupted succession and Career Company for the 6th year in uninterrupted succession. The company has also been given the title "Best career company" seven year consecutively.



universum

Consid

Sveriges Nöjdaste Medarbetare 2020

Goals and future efforts

Our future goals and aspirations are many. We are constantly looking to develop Consid and make progress in our sustainability efforts. Here are some of our short-term goals listed below.

- Formulate and report Science Based Environmental Targets to reduce further CO₂ emissions in accordance with SBTi.
- Compile a Statement of Support for the UN Convention against Corruption.
- Finalising the implementation of our Procurement Policy & supply chain Code of Conduct to all our suppliers.
- Increase share of female consulting managers at Consid.
- Challenge the IT-business in Sweden in becoming more sustainable (together with WWF).
- Continue to educate all employees in the Ten Principles of the UNGC and sustainability online.
- Increase share of recycled technology and implement strategies to include this in the Office Standards.
- No long-term sick leave (over 60 days) linked to sedentary work and ergonomics.
- 100 percent of managers shall receive human rights and workplace values awareness training during 2021.
- Reduce proportion of employees on sick leave in stress and work-related illnesses.
- Keep staff turnover at a low level.
- Keep educating youth in IT.
- Stepping up our cooperation with our partner organisations.

UNITED
AGAINST
CORRUPTION



50 ÅR
FÖR VÅR
ENDA
PLANET



2021-04-03

Consid loves War Child

Consids konsulter utvecklar digitala utbildningslösningar för den internationella barnrättsorganisationen War Child.